

Exit Interview Proposal

Exit interviews are an excellent way to gather information regarding how former employees view their employment experience in an organization, which can bring valuable information to light about what an organization is doing well, what it needs to do to improve and help to improve recruitment and retention policies.

I am proposing that the SB adopt a policy to formalize the exit interview process in the following manner:

When a Non-Union employee of the Town leaves their employment, they should be offered an exit interview by members of the Personnel Board. If the former employee agrees to such an interview, members of the Personnel Board should conduct the interview with the former employee and send copies of their interview to the ex-employee's supervisor and to the supervisor's supervisor. In that way, the information gathered can be put to the best uses by the town.

Gerry Weiss
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